

Regular Employee Benefits Summary

(See MOU's for a complete list and detailed description of all benefits)

**Temporary/Seasonal employees do not receive benefits except those required by law.
The City participates in the Public Agency Retirement System in lieu of Social Security
for Temporary/Seasonal employees.**

<i>Benefit Description:</i>	<i>Eligible Employees:</i>	<i>Contribution & Notes:</i>
Retirement Plans:		
CalPers: 2.5% @ 55 Plan	Non-Public Safety Employees	Employee paid: employee contribution pre-tax except AFSCME employees who receive a 7% employer paid member contribution.
CalPers: 3% @ 50 Plan	Police Employees	Employee paid: employee contribution pre-tax
Optional: IRS 457 Tax Deferred Comp. plans with Hartford or ICMA	All regular employees	Employee paid: pre-tax contributions to plan. City may contribute based on bargaining unit.
Health Benefit Plans:		
CalPers Health Plan: PersSelect, PersChoice, PersCare, Blue Shield, or Kaiser. and Delta Dental Plan:	All regular employees	City paid: Up to 96.5% of lowest cost plan depending on bargaining unit, plan, and coverage chosen. Employee paid: The remainder of premium. A portion of any excess City contribution can be used to purchase vision care, optional benefits, or returned as taxable income.
Vision Care: VSP Eye Med (optional)	CSOA members All other employees	City paid as part of core Health & Dental benefits. Employee paid
Employee Assistance Program: Concern-EAP	All Employees	City paid: Includes confidential counseling for a variety of employee work/life issues.
Optional Flex Benefits: IRS 125 medical & dependant care reimbursement accounts.	All Employees	Employee paid
Insurance Plans:		
Disability Insurance: Long Term / Short Term	Police Officers & CSOA members All other employees	Employee paid (Long Term only) City Paid
Long Term Care:	Police Officers & CSOA members All other employees	City Paid Employee Paid
Life Insurance: Life + AD&D policy: \$100,000 to \$250,000 \$100,000 \$100,000	Mgt./Confidential Employees Police Officers All other Employees	City paid Employee paid City paid
Time Off Work:		
Holidays: 13.5 defined holidays/year incl. 2 "floating" holidays	All employees	City paid: Public Safety employees who normally work holidays receive 6.5% of base pay in lieu of time off.
Vacation: 120 hrs. to 160 hrs./yr. 80 hrs. to 160 hrs./yr.	Management employees All other employees	City paid: Employees earn 160 hrs. /yr. after five years. May cash out up to 120 hrs./yr. City paid: Employees earn 160 hrs. /yr. after ten years in various increments depending on bargaining unit. May cash out up to 80 hrs. /yr. Limits on maximum accrual apply.
Administrative Leave: Up to 72 hrs. /yr. Up to 40 hrs./yr.	Management Employees Confidential Employees	City paid: No more than 144 hrs. may be accumulated. City paid: No more than 80 hrs. may be accumulated.
Sick Leave: 8 hrs. /month	All employees	City paid: Employees may use up to 16 hrs. of sick leave for personal leave depending on bargaining unit. Employees may opt to receive 25% of unused annual sick leave paid in cash each year. No limit on accumulation.
Family Medical Leave & other leaves:	All employees	City paid: Bereavement leave 24 hrs. - 40 hrs. Family Medical Leave and other paid or unpaid leaves provided as required by law.